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NEWSLETTER

SEPTEMBER, 1986.

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from the editor. . .

So much for good intentions.

For those of you who frantically checked your mail each day in search of the July/August Newsletter to make your summer worthwhile, my apologies. As the end of July neared and I struggled to finish course prep in order to have a couple of weeks of vacation (to weatherstrip, fix broken windows, etc.) I just could not bring myself to put together a newsletter.

Anyway, welcome to the 1986-87 FSA NEWSLETTER.

Like last year, the Newsletter should come out once per month with regular reports from the FSA President, the Vice Presidents on the CAC, the Grievance and Contract Chairs, Fall, Winter, and Spring reports from JCAC, Professional Development and Health and Safety Chairs, and quotes, cartoons, and articles from other sources.

In response to evaluation comments and letters, I hope the Newsletter and other FSA communications will do a better job of informing members about Executive actions and for business at General Meetings.

Letters from you on FSA business - of which there are several in this issue - are most welcome.

Please let us know what you like and don't like about the Newsletter, and forward to me or Marg Starr (FSA Office, Abbotsford, local 313) notices of meetings, deadlines, cartoons, quotes, articles, etc.

Maybe this year will be peaceful and progressive - how can we miss with our new Premier?

More Newsletter Evaluation

Again, evaluations, comments, etc. are welcome at any time. Unless we hear otherwise, we tend to assume that those we receive reflect general opinion.

[Coverage of] FSA issues has suffered; meanwhile, such items of labour history, which one can research in a library, have been prominent...Despite some similarities, let's concentrate on the 1980's, not so much the Dirty Thirties.

Yes, [the Newsletter has done a good job of informing about relevant issues in B.C.] but then I've invariably already read the items in the Vancouver Sun. . . Far too patronizing to be fed news already perused elsewhere.

[The Newsletter should report] topics being discussed at Executive level, background to upcoming union meetings so the membership is better informed when it comes to voting, results of union meetings for those unable to attend.

One suggestion, using the Gainer's strike as an example. Give us a list of their products if they are produced under other brand names. Then we can avoid buying them.

Response

The historical tidbits are included not to belabour (haha) similarities between the 1930s and 1980s but to provide some notions that the labour movement has a history. Certainly, it would be nice to have more substantive articles from our members versed in this field, for example, about why the 1930s and 1980s are not similar. However, I have learned from the tidbits, such as the frequent examples of actions by (often female) service workers in the early labour movement, sectors that are now often thought to be extremely difficult to organize. And I wonder what has changed.

In order to include some coverage of B.C. labour and education, I now peruse the Sun much more scrupulously for such items. I wonder how many FSA members do see them before they appear in the Newsletter.

I agree about the need for better coverage of items being dealt with by Executive and to be dealt with at general meetings. When Executive deals with an item over several meetings, it is often difficult to remember that the item is news for most FSA members.

Finally, I shall try to obtain some list of hot items.

Letters

At least four letters were received about the distribution of the staff salary increase. (I fear I may have misplaced some of the letters over the summer.) Each letter raised the same questions as the first letter below about the way the decision was handled by Executive. I have printed excerpts from other letters that give further information about distribution of the salary increase.

I have a beef against the FSA Executive which I'd like to get off my chest. I realize the Executive may not always represent my interests as I would like them to, and may even disagree with my ideas of how they should do this, but I also think it's good for the Union for me and other members to speak up if we think the Executive needs to be constructively criticized from time to time. My complaint is that I was presented with a salary settlement and a staff distribution proposal at the last general meeting with no background figures on costs, no discussion of how it was going to affect its members, and no other options if I didn't like the proposed one. It was basically a case of the Executive having made a decision for me, and I was being asked to rubber-stamp this decision without sufficient information to do so. I felt frustrated at the meeting because it seemed to me people were voting for something whose full implications they didn't understand. I thought there were other options which could have distributed the money more equitably, while still creating the new Step 6.

I would rather the Executive had said to me: "Here are the three options we considered. We think option 1 is the best way to go and that's the one we're recommending to you, but we'd be happy to discuss the others and explain why we rejected them if you wish. And here are the facts and figures to back up our choice."

Perhaps I have been too complacent in letting the Executive do all the work of the Union, and not taking an interest until something big comes along, and if this is the case I'd be happy to receive suggestions on how I and other members might be more involved on an ongoing basis in the running of the Union.

By the way, I think the settlement this year was a good one under the political circumstances, and I think the new step for staff and faculty was an excellent way to go because it will benefit us in the long run more than any other salary distribution method would have. My congratulations to the negotiating team on a job well done.

Leslie Wood

I am writing this memo to request that you and other FSA executive members consider publishing in the newsletter a note in regard to the manner in which the staff salary settlement for 1986 was distributed.

In discussion with several staff members, (in regard to this year's settlement and distribution method that was ratified by the membership) I have found that they are unaware as I was in regard to how this settlement distribution would affect various individuals within the staff group. In particular, the method of using an uncommon increment date to institute the next step causes its own problems. When using one's anniversary date in this manner to advance one to the next step that one is entitled to can be compared to rolling a dice to see who would win in receiving their right to advance to the next step. If one looks at the staff group and how various individuals are affected by this method of distribution, one will find that in some cases short term (6 years or less of service) employees that are entitled to move up a step [are] advancing to this next step before long term (6 years or more of service) employees due to the fact that they have an advantage in that their particular anniversary date just happens to fall in the first 5 months of the contract year. This difference in salaries is quite substantial (\$277.00 in one case that was examined).

If we compare the salary distribution method that was ratified by the membership to a method that would give all staff an across the board increase of approximately 3.25% for 1986 and then place every staff member on step six that is entitled as of April 1st, 1987 then one would find about 34 staff members would tend to lose by the present method of distribution and 55 members would tend to gain. When one looks at this in terms of the possible numbers of members adversely affected 37% is a large number. I have been under the impression that one of the union's goals was to provide

increased benefits to long term members. Clearly, this method is not performing this function.

Well, looking again at the numbers one might well say you may be outvoted if this was presented to the membership. I agree, but it brings to light what I am upset with the most, and that is the membership were not presented with documented methods of salary package distribution options. Without detailed information outlining ramifications of a particular salary distribution package the membership is voting in a vacuum.

Thank you for allowing me to voice my thoughts and opinions.

Gordon von Hollen

It appears that for the sake of expediency, the distribution of the monetary settlement became a very controversial issue and unfortunately most unfair to many staff members.

I will skip the details here, but anyone affected may easily obtain the figures from Personnel/Payroll or from the FSA Executive.

Out of the awarded lump sum to the staff, some (55) will get salary increments amounting up to 5.25%, while some (34) will get salary increments amounting somewhere from 0.88 to 3.25%. As it may be easily calculated there is a big difference between 5.25 and 0.88%. The catch here is the implementation date of your increments, particularly the placement on the 6th step of the salary scale. This is tied to the anniversary date of the employee. So even if you are a FVC employee for 9 or 10 years, but your anniversary date falls somewhere between November-March, the Executive says to you "tough luck" - the employees hired in February or March are the ones, who will be "awarded" the 0.88%. If you are with the College for 3 or 4 years and your anniversary date falls between April-August, the Executive rewards you for that.

Now come all the "WHYS".

1. WHY were ALL the members of the staff not contacted as to the 3 possible ways of distributing the settlement, and why has the Executive de facto chosen the most unfair one?

2. WHY the staff executive - who contacted very few staff members - did not have the 3 proposals written and clearly spelled out as to the implications, so the advice they were seeking could be an informed one?

3. WHY on the Memo regarding the ratification of the offered settlement at the June 4th meeting, no mention was made of the anniversary date implementation, nor the other 2 possible ways of dividing the lump sum?

4. WHY so little information on such a far reaching issue?

5. WHY the people who asked questions at the meeting were given such vague answers? Most staff members at that meeting (many of whom were entrusted with a good number of proxy votes) did not understand nor were they adequately informed of the implications of the recommended distribution.

5. WHY is there always such a hurry to vote on issues that affect everyone in FSA? Many people are still not able to attend all the meetings, nor are some of them able to stay as long as the meeting lasts. WHY not conduct a ballot voting within let's say 3 days of the meeting? The ballot voting can easily be streamlined if done by the shop stewards.

I urge the Executive to seriously discuss the implication of this very unfortunate outcome of the negotiations that were so ably conducted by our hard working Negotiating team. I also urge the Executive to seriously discuss the process of communication and the process of decision making particularly on issues affecting the whole FSA. Every member of the FSA should have the opportunity of expressing their opinion by casting a vote. No one should be denied this right for reason of geographical location, for not being able to leave their work station, or for not otherwise being able to attend a meeting.

Barbara Pinkiewicz
Shop Steward, Division of Instruction Staff

Good Newsletter

The May/June Newsletter is fascinating. . . This stuff is worth reading. Is there any way to make people read? (The old question. I even let old newsletters pile up unread myself during the busy season.)

Virginia's piece should serve as the starting point for all future negotiations. The "More Excellence" list was especially fascinating for the news that Hospitality/Tourism FTE's will be increased far more than any others (well, "electronics" is not too far behind). But tourism is the lowest form of economic life, surely. Mexico north, anyone! The Designing our own Future piece was chilling to the bone.

Graham Dowden

Letter to Abbotsford Staff

Have you noticed that since we moved to our beautiful new Campus, there are many of our colleagues we do not see any more? Depending on which building you are in and what type of job you do, you might never have met any of the new employees hired after our move in May 1983.

The Coordinators have their retreats, the faculty have their offices in one building on one floor. But except for the few FSA General Meetings or college wide events, staff has no opportunity to keep in touch.

Many staff members with whom I have talked agreed that something should be done to improve the communication among Abbotsford staff.

It would most likely be impractical to take our coffee breaks in another building or try to cram into one of the many small departmental lounges. In Building A on the first floor, we have a large, underutilized lounge where many of the staff could from time to time spend their lunch hour and mingle.

As a goodwill gesture maybe our Management could purchase a microwave oven for the lounge?

Any comments? Any ideas?

Barb Pinkiewicz, LRC, Abbotsford.

FSA President's Report

A Union Divided

As the president of the FSA I have been informed that the Vancouver office of CUPE was phoned, on four separate occasions this past summer and by four different FSA staff members, to see if CUPE would represent the Staff component of our Union. To find out if there is widespread support among our membership for such a split, the Executive has authorized me to issue a questionnaire. It can be found at the bottom of this page.

I am a little saddened that these dissidents felt that they could not approach their own Union first, however the fact that they didn't feel free to do so is more of a reflection of our Union's failure to encourage, to listen, and then to act to reduce such dissent. To be fair to the staff, I also know there is some faculty dissatisfaction with the dual nature of our Union. If we can not satisfactorily solve this problem, and if the majority of the staff feel that splitting the Union is the only way it can have adequate union representation, then I believe that the Executive and the faculty component of the Union would be more than happy to invite CUPE to hold discussions with the staff on the feasibility of CUPE representing the staff at FVC. If this division has to occur, I am sure that the faculty would do all it can to make the parting an amicable one.

I would like to request that the membership (staff and faculty) take the time to complete the following questionnaire. Pardon my timidity, for I have not asked to see if you agree with the idea of splitting the Union, only if there is a need to hold separate meetings to further discuss and air the reasons for doing so, but feel free to add any of your thoughts as an addendum.

QUESTIONNAIRE Return to George McGuire (Abby Campus)

Please circle the appropriate response.

My division is(staff, faculty)

My name is (Optional) _____

I am in favor of holding separate meetings with the staff and with the faculty to discuss this separation (yes no)

The following are some of my reflections and concerns.

FSA President's Report

This report will: inform the members of the FSA what the Executive has been trying to do these last four months; see if the membership feels a need to hold a debate on whether the FSA should split into two separate unions, one for the faculty and one for the staff; issue an invitation to all our members to contact the Executive when they wish to initiate policy changes within the Union or within the College; and finally will list what I, as your Union president, hope to accomplish this year.

In this my first report to the membership, I would like to welcome all the new Union members to Fraser Valley College, and to wish everyone a safe and productive year. I would also like to take this opportunity to introduce you to the new Executive. Please contact any of the following people if you wish to bring something to the Executive's attention.

Bonnie Anderson: FSA Corresponding Secretary, Office Careers Instructor

Anne Andrea : FSA Recording Secretary, Administrative Assistant to the Director, Learning Resources Centre

Kevin Buaswood : FSA Past President, Sociology Instructor

Virginia Cooke : FSA Contract Chair, English Instructor

Linda Dix : FSA Staff Vice-President, Accounts and Payroll

Scott Fast : Agreements Chair, Political Science Instructor

Dave Gibson : Joint Professional Development Committee,
Geography Instructor

Paul Herman : FSA Communications Chair, Philosophy Instructor

Richard Heyman : Job Classification and Audit Committee, Media Technician

Judy Inouye : FSA Faculty Vice-President, LRC Coordinator

George McGuire : FSA President, Physics Instructor

Maureen McNie : FSA Treasurer, Accounts Supervisor

Bob Smith : Grievance Chair, History Instructor

FSA President's Report

The Retreat

The Executive held a day-long retreat on August 28, and it was a pleasant, productive, and rewarding day. I wish to thank all those who submitted suggestions, attended, gave presentations, and participated in the debates. The following will give the membership some idea what was covered.

1. The previously passed policy that forbids smoking at all Union meetings, Executive and General, will be enforced.
2. A discussion on the efficacy of continuing the dual nature of our Union. The debate was focussed around the effort of some of the staff to affiliate with CUPE.
3. What the Union can do to raise our salaries to the provincial mean.
4. Is it necessary to remind the Union members who are responsible for hiring grant funded personnel that they should check with the Union to make sure that these new employees are not infringing on the duties their fellow Union members? To ensure job security, the contracting out of Union services requires eternal vigilance.
5. Whether there is a need to remind the Union members serving on joint committees to check with the Union before deciding or voting on controversial policies.
6. The responsibility of the Executive to keep the membership informed of what it is doing, and how this can best be accomplished.
7. A discussion to see if a professional development day dedicated to Union affairs might be an acceptable idea. It might be used to disseminate information on the Collective Agreement, grievances, pensions, services, joint committees, etc.
8. Some staff members expressed their concern about the faculty domination of the Union, and the reluctance of staff to voice its opinions at meetings where faculty is present.
9. The low salaries that FVC pays to its part-time and sessional employees makes it very difficult to hire qualified personnel. A concerted effort to raise all FVC salaries must be made.

FSA President's Report

For the Staff

The staff Vice-President, Linda Dix, will be arranging a College-wide staff (only) meeting which should take place at the end of Sept. or early in Oct. Please watch for this announcement. This meeting will be to air grievances and receive information. Please be ready to make suggestions which will, in the future, help the Union be more responsive to your needs. There will also be smaller meetings arranged by your shop stewards to accomplish the same objectives, but these will take place at a later date and in the regional centres. I would also like to remind the staff that, if the need arises, I will drive to any of the regional campuses to meet with you collectively or individually. All you have to do is to phone and make an appointment. I would like to encourage any member of the staff to visit me in my office to discuss your concerns.

For the Faculty

To the faculty, I would like to issue this invitation, when you wish clarification of some Union policy, information from the Union, or wish to have some input please contact a member of the Executive. I would, if you wish, personally attend one of your area meetings. Please do not hesitate to phone me or to come to my office to discuss your concerns with me.

CIEA Business

This year I will be attending eight, two day, meetings for the provincial union presidents. The first meeting is in Vancouver on the 12th and 13th of Sept. The purpose of these meetings is to acquaint each individual Union with what is happening at the other colleges. I will keep you informed of all developments.

Executive Meetings

I would like to encourage staff and faculty to attend any or all of our Executive meetings. The meetings will be held every two weeks, and although the schedule is not yet final, they will probably be held on week 1 and week 3 of the College timetable. More information and agendas will follow.

Suggestion Boxes and Bulletin Boards

I would like to place some suggestion boxes around the College so that there is a method for members to provide the Union with some anonymous input. If possible, bulletin boards dedicated to Union business will be strategically located around the College. These will be used to post the Union memos, minutes, agendas, newsletters, etc.

Conclusion

In summary let me state that my major goal this year is to keep the membership informed of all the issues being debated by the Executive. If this is done the membership will understand the reasons for implementing new policy, provide suggestions and feedback where required, and will support the Executive's final recommendations. If you are still reading this, thank you, for this report is too long. I will try to keep the future reports much shorter. Best of luck to you, and confusion to our adversaries.

FROM THE STAFF VICE-PRESIDENT...

Hi there gang. I don't know if you have heard of me, but I am known as Linda Dix (probably by several other unmentionable names as well), and I am your vice-president for this year. I realize that every thing is not always hunky-dory, in this garden of Eden known as Fraser Valley College, so it is my duty as your vice to try and help out.

As Staff Vice, one of my duties is to sit in on the C.A.C. meetings. Please, if you have any item that you think should be brought to one of these meetings, give me a call. I will endeavour to keep you updated as to what is going on within the College, etc. I hear that there are some interesting sometimes controversial items brought up at these meetings, such as smoking in designated areas only. (If you don't think that this is controversial, just ask Marlys Southwell.)

I am currently sitting on the Self-Study Steering Committee, as the F.S.A. Staff representative. In order for this Self-Study to work we need to hear from all areas of the College and External Community. Please take the time to fill out all questionnaires, and relate any concerns, strengths, or weakness' to me or any member of the steering committee, input from the staff of this College is needed in order to have an accurate assessment of how well the College is working and what is needed in order to improve the service given to the student and community.

Just a reminder to stay tuned for a Staff only meeting that will be held in October. I will be sending out a memo informing you of the date, time, location, and agenda items.

Hello, to the new faces around the College and welcome back to those with new contract positions:

Marge Archie: Basic Literacy Instructor

Catherine McDonald-Smith: Community Programmer Mission

Norma Senn: Agriculture Instructor

Bob Warick: P.I.O. Officer

Jaqueline Phare: New position Special Education Program

Shelley Hayes: Now full-time with a Type "A" contract as Switchboard Receptionist, Chilliwack Campus.

Don Tunstall: Back as Director of Science and Applied Science.

Ralph Meier: Janitor, Chilliwack Campus

So long and good luck to those who have left the

College: Jan Pow, former Counsellor
Christianne Richards, former French Inst.
Ruth O'Nanski, former Janitor
Ron Bowcott, now retired

My apologies to those who I may not have remembered.

Here's looking forward to an interesting and happy year for all of us.

Linda Dix

Watch for the Faculty Vice-President's Report in the next issue. (10 marks have been deducted for missing the deadline.)

Adventures of Henry Dubb

By Ryan Walker



Henry Has a Lot of Troubles as a Strike Breaker

—The Coming Nation, 1912

Are You Working with an Illegal?

from the Grievance Chair

While attending area meetings last year, I became aware of specific cases where the employer was failing to create regular staff positions as required by Article 13.1(a) of the contract:

Wherever possible, regular positions will be created instead of a number of temporary positions. When possible, temporary positions will be combined to create regular positions. Where the Association can demonstrate detrimental effects on College services or the working conditions of regular employees, part-time regular positions will be combined into regular full-time positions.

Last Spring, the Association requested full disclosure of information regarding employment of non-regular workers. The employer agreed and Barry Bompas has promised to send me copies of all contracts.

So far, so good. However, the majority of payouts from part-time staff budgets are made to casual workers who have no contract with the employer. Thus, their names, positions, hours worked, wages earned and the budget categories from which they are paid - in short, all the vital information required to detect violations - are contained on hundreds of time sheets, which are filed by employees' names and months in which they worked. The task of monitoring is formidable, to say the least.

So far, the focus has been on staff. In general, the same principles should apply to sessional faculty. There can be exceptions, for example, sessional contracts for highly specialized expertise. Fortunately, the task of identifying unacceptable exceptions is far easier.

Unhappily, there is a much larger problem: sessional faculty sometimes contribute significantly to the numbers game upon which our funding depends. Exploitation of part-time faculty has pay offs. So, real practical problems can emerge within the union.

Executive members and Shop Stewards need to alert me to specific cases of possible violations. Then I can investigate.

Union members have both rights and responsibilities to exercise here. You are invariably involved in letting part-time contracts, calling casuals into work, signing time sheets, or managing part-time budget categories.

Please let your Shop Steward or me know of cases where you think Article 13.1(a) may be violated. Exceptions to the Article are possible, but it is very important that we remain vigilant about employees being kept part-time or temporary who should be full-time or regular.

Shop Steward Elections

Shop steward elections will be held in early October. Since it is essential to the health of the association that a vigilant and informed group of shop stewards represent the rank and file, give some thought to standing for office.

Duties include:

- understanding the meaning of the collective agreement and its day-to-day application;
- arranging elections or appointments of members to serve on selection advisory committees;
- representing the views of members in area or contract meetings held each winter;
- advising members and the Grievance Chair where grievances are concerned.

This year shop stewards will be asked to monitor the part time (non-regular) work situation in each area. Most shop steward duties can be fitted into your college duties; for the others, time off can usually be arranged.

FROM THE CONTRACT CHAIR ...

The new contract will soon be in your hands. I've just finished proof-reading the altered sections, and there were several errors, so it's being corrected, but there are no surprises or hitches - only the delay of everyone being on vacations at different times this summer.

I understand that some staff are unhappy with the final dispersal of money. Perhaps an explanation of the process would be useful here. When we negotiated wages and benefits, the Board's method was to deal in total amounts of money, which we then had to translate into benefits and raises. Our direction from both the membership and the executive was to hold on to increments for faculty (they had been traded off in the previous year, and to put them up for grabs a second time would have been to put them in jeopardy forever) and to get at least one additional increment for staff. Beyond that, our priorities were some kind of raise, extra staff vacation days, improved benefits, and some emergency help for the very lowest paid workers, especially the custodial staff. (This we got in the form of increased shift differentials for night work.)

The final money offer was not, of course, what we wanted - not even a two percent lift above the increments. So faculty settled for one additional increment with the thought that at least most people would benefit eventually. And staff, besides the added step on the increment scale, got a lift of .5 per cent - hardly anything to write home about.

These decisions were made in two ways: 1) at FSA executive meetings, with the staff controlling the votes on staff issues and the faculty on faculty issues and 2) at the general meeting, when the membership voted on the executive's recommendations. The negotiations committee did not make these choices; we merely got the best money settlement we thought we could without job action. What I presented at the meeting was some background - and I had tried to keep you informed all along the way - and the Executive's recommendation. I think you can understand why they made some recommendations. Can you imagine the chaos at a meeting if I merely said, "We've got a \$162,000 offer; what shall we do with it?"

Some of you no doubt disagreed with settling at all - and I don't blame you. Our salaries are still lower than they should be - and we need to push relentlessly to get to the median in the province. For those who weren't at the meeting to influence the vote - especially on whether increments for staff should kick in at the usual dates or a common anniversary date found - you needed to be there. No one can predict all the issues in advance at such a complex meeting.

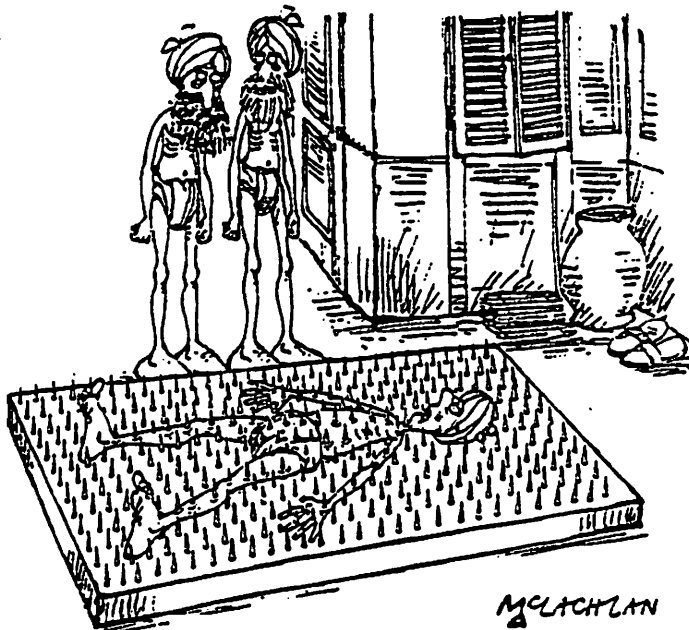
So, of course let your executive know of dissatisfactions - especially your staff representatives. We are, after all, facing yet another wage negotiation in less than five months! If you want more general meetings in the process rather than relying on the executive's decisions, then you should let George know. Again, I will try to keep everyone as informed as possible.

FROM THE CONTRACT CHAIR (Contd.)

As Contract Chair, my goals for this year are first, to explore other less confrontational models for the negotiations process, something Dr. Moore has expressed a willingness to engage in on behalf of management. Further, I will use my time this fall to build up a general file on contract change information and suggestions so that next year's negotiator doesn't have to scramble at the start. We need long-term contract plans. After all, most of us are long-term employees.

Please offer what general or specific suggestions you have. And be thinking about salaries. I will be soliciting your help again soon.

Virginia Cooke



"There, what am I always telling you - young people today are soft!"

A REAL BCRIC: The Achievements of Billy Bennett

by Donald Gutstein, excerpted from New Directions, June/July 1986

Within months, we may be tempted to let bygones be bygones and acquiesce in the standard veneration of retired premiers as elder statespersons. Look at Richard Nixon. The following summary may serve as an antidote and as a measure of the continuing Sacred government.

What has Bennett achieved during his 3805 days as premier?

- He has shifted the balance of power in the province back to property interests, owners and employers.

- He has reduced government programs that transfer income from investors and developers to working people and the poor.

- He has gutted workers' rights, making it easier for employers to earn higher profits.

- He has increased unemployment and retained the lowest minimum wage in Canada to create a large pool of cheap labour.

- He has cut education so that working class children have less opportunity for a decent education.

- He has spent billions of dollars in public funds to create private wealth.

Saving B.C. from socialism has not come cheap. When Bennett took over, the provincial debt was \$4.25 billion. Ten years

later it has ballooned to \$18.6 billion.

Since Bennett took office unemployment has doubled, eighty per cent more people are living in poverty. The education system has been crippled, women's rights trampled and important social programs dismantled. The line-ups at the privately financed food banks continue to lengthen. Bankruptcies have soared.

In 1975, 12,000 people per month were flocking to BC. In 1986, people were leaving the province at the rate of 2,000 a month.

Removing constraints from property meant cutting the powers of agencies which protect the rights of tenants, workers and communities and transferring those rights and powers to property interests or to the Sacred cabinet itself.

Agencies which saw their powers slashed include the Agricultural Land Commission, the Rentalsmen, regional planning bodies, the Islands Trust and local municipal councils.

First Term "Clean-up"

During Bennett's first term, his government's energy was devoted to "cleaning-up" the mess left by the socialists. It culminated with BCRIC, his

A REAL BCRIC(Contd.)

re-election strategy based on privatizing assets which had been acquired by the New Democratic government. Other initiatives of his first administration:

- Tripling ICBC premiums, doubling ferry rates and raising many other user pay fees in order to "balance the budget," which fiscally irresponsible New Democrats had gotten way out of whack.

- Abolishing the human resources boards which had been instituted by the New Democrats to ensure community involvement in the delivery of social services.

- Introducing the "back-to-basics" curriculum that set the framework for the teacher bashing which was to come.

- Beginning under the new Colleges Act, the process of centralizing control over the education system.

- Reconfirming the right of the large forest product companies to control the destiny and exploitation of BC's forests.

- Starting to tip the labour-relations scales back in favour of the employers by making it somewhat more difficult for workers to organize.

Second Term "Edifice Complex"

Major land development and transportation initiatives - BC Place, Expo 86, Whistler Town Centre, the New Westminster waterfront, Lonsdale Quay in North Vancouver, ALRT, Annacis Island bridge and Coquihalla highway made the BC government the largest developer in Canada, a somewhat ironic situation for a government so steadfastly committed to "free" enterprise.

There was also the hastily-conceived \$3.5 billion north-east coal project, which came on stream just as international coal markets were collapsing and which seriously hurt the long-established coal industry of the south-east, threatening to turn that part of the province into a series of ghost towns.

Third Term "New Reality"

On February 18, 1982, Bennett announced the Compensation Stabilization Program on province-wide television.

Bennett's "restraint" program did not cut government expenditures indiscriminately, but focused on expenditures that transferred income to workers, the poor and the unprotected.

A REAL BCRIC (Contd.)

Cuts to education, health care and social programs also fell into this category. He slashed the provincial public service by 25 per cent and imposed wage controls on the workers who remained.

On the other side of the ledger, a \$470 million debt repayment grant to BC Rail was supposed to help spur investment.

Many of the bills dropped on the Legislature on Black Thursday, July 7, 1983, reduced infringements on business and property rights.

The elimination of the Human Rights Code reduced the obligations of employers and landlords. The Residential Tenancy Act shifted power in landlord-tenant relations back to landlords, making it easier for landlords to raise rents and evict tenants.

The Municipal Amendment Act removed the power of regional districts to make regional plans so that developers like George Spetifore, in concert with the provincial cabinet, could get on with their land development projects.

Most important was the Labour Code Amendment Act, which completed the shift in power to employers, notably in the construction industry.

Another strategy of the "restraint" era centralized power in the cabinet and bureaucracy.

Bills 19 & 20 and the "Excellence in Education" Fund, for example, gave the cabinet greater control over courses and budgets of colleges and eliminated local representation on college and institute boards.

The power of the Greater Vancouver Regional District to plan or control regional transit was shifted to a cabinet-appointed body.

There were dozens of other such moves.

Confrontation

Bennett knew he had to run confrontational campaigns in order to scare the voters into his camp. In between elections he searched for the right target to hit during the next election - teachers, unions, government workers, native Indians.

This technique had kept Bennett in office for more than 10 years, but in the end it proved his undoing. More and more people resented his tactics and began to mistrust him.

A REAL BCRIC (Contd.)

By 1986 Bennett had become the Socred's greatest liability. For over a year polling results indicated the Socreds could not win with Bennett. He had lost the confidence of a huge majority of BC voters and probably even the support of the business interest he worked so hard to boost... there are rumours that the Socred bagmen were having difficulty raising funds and Socred membership was down.

vindictive Bennett who would not invite provincial leader Bob Skelly to the gala Expo opening ceremonies?

Did he jump or was he pushed? Or did Bennett just see the writing on the wall of the looming post-Expo recession and get out with his electoral record intact. We'll likely never know for sure. But perhaps it doesn't matter.

Was it mere coincidence that Jimmy Pattison briefed the New Democratic caucus on Expo and, horror of horrors, personally led federal leader Ed Broadbent on a tour of the fair grounds? Was that a signal to the combative,



—Industrial Pioneer, 1926

Labor's Joke Book

Through one of the scurrilous, subversive publications I subscribe to, I found a book about labour humour. Some of the better jokes that can appear in a family publication will appear in the Newsletter over the next few months. Here is a short excerpt from the book's introduction.

It is amazing how few jokes about the workplace and the character of workers' life at home actually get into the humor we see on television or in the comic pages of the newspaper. A scholar writing about jokes at the turn of the century noted that thousands could be found about rural life - the hick, the hillbilly, farmer, wife and farmhand - but almost none smelling with the sweat of urban labor. The ethnic and racial jokes mostly related to poor people, of course. But almost never directly, as workers. In preparing this little volume, I have gone through dozens of older and more recent joke books, cartoon and limerick collections without finding more than a very few examples. We television-watchers, similarly, could watch The Life of Riley for weeks without being reminded that Riley worked in an aircraft plant, or All in the Family without knowing what Archie Bunker did on the loading platform (before he took over a tavern). Comedy movies about blue-collar life generally focus in on poverty, or drifting, or a

thousand other things instead of the work experience itself. The same goes for novels, especially in recent decades. Of course, exceptions can be found. Sometimes there seems to be a mini-boom in one field or another. But not often, and the results are not much to speak of. Like Jackie Gleason's comic reconstructions of the bar-room scenes he enjoyed in his native Bushwick, Brooklyn, Irish neighborhood, our comic glimpses seem mostly nostalgic. As if the work of the world and the people who do it had somehow disappeared.

The strange truth is, labor movement and even socialistic publications have not done much to provide an alternative. Labor jokesters are a rare breed. We remember a cartoonist like Art Young, or a storyteller and singer like Woody Guthrie, because there hasn't been anyone like them, before or since. Part of the blame is that, like Rodney Dangerfield, they don't get respect from the officials who dole out the paychecks even if they are loved by ordinary workers. Newspaper editors generally look for a cartoon or joke to fill some space, or to make a simple point that they've already decided upon. In the high

socialists, and the rise of postal rates has murdered a large part of the local labor press in recent years. Still, a few voices come through even in the most difficult times. The labor joke survives, and will as long as there is labor.

[illegible]

An Old Joke

This one is from the 19th century:

A visitor comes into a factory and wants to meet one of the workers. The guide calls over a man and introduces him. "Do you hate your boss?" the visitor asks.

"Oh, no," says the worker. "My boss and I are great friends. Last Friday, I worked late and the boss noticed I was still in the shop when everybody left, so he offered to take me with him. We went over to a fancy restaurant where he bought me a meal and drinks. When we came out, it was raining and getting late, so my boss said, 'Joe, let's go to my place, make a fire, have some brandy and talk.' So we went over to his place and he said, 'Joe, it's getting pretty late. Why don't you just stay over here, slip into something comfortable, and I'll take you back in the morning.'"

The visitor was incredulous. "Mr. Joe," he asks, "Did this REALLY happen to you?"

Joe looked a little sheepish, grinned and admitted, "Well, I really have to confess. It didn't exactly happen to me. But it did happen to my sister."

[illegible]

A Little Labour History

1930-39: At the beginning of the 1930's, conditions for workers deteriorated as employers used the threat of firing to erode wages, hours and safety practices won in earlier hard fought battles. Yet even as unemployment increased dramatically, trade union organization accelerated. Craft unions fought for their members' jobs and a new wave of militant industrial unionism was led by the Workers Unity League. By the mid-30's the League had merged with the mainstream labour movement.

1940-49: As World War II accelerated, industry in Vancouver began to boom. By 1942 the shipyards, wood mills and aircraft plants were hiring women en masse. Burrard Drydocks employed about 1000 women as helpers in the shops and on the ships, as passer girls, rivet heaters and welders. While the first women hired had to fight for respect on the job and union membership, they were eventually accepted as they proved their capacity to perform the work and demonstrated their support of the growing campaign for industrial organization. As work in shipbuilding dwindled at the end of the war, women and other groups of semi-skilled workers lost their jobs despite union opposition to discriminatory lay-offs. Many women reluctantly returned to waitressing and typing jobs, which meant an end to decent wages and working conditions.

1950-59: During and after the Second World War, the modern Canadian industrial relations system emerged. The Canadian, and later the B.C., governments shifted from outright hostility to trade unions to regulation and control of their activities. Under new legislation, unions were organized in B.C.'s resource industries.

The history of the forest industry is typical. The International Woodworkers of America was first organized in 1936 by lumberworkers in B.C. and the U.S. A successful 1946 strike resulted in a coast-wide collective agreement and the establishment of the 8 hour day. The IWA went on to organize the interior woods industries and in the 1950's emerged as the province's largest union.

July 1, 1918: BC Electric Railway workers walkout and win 8 hour day.

July 4, 1919: Most work resumes after General Strike; women at BC Tel hold out.

July 7, 1983: Social Credit government cuts public workers and social services.

July 11, 1983: Solidarity Coalition forms to defend labour, social and human rights.

July 14, 1893: First non-mining strike in B.C. at Fraser River fishery.

July 23, 1983: 20,000 rally against Social Credit attack on labour and human rights.

July 26, 1918: Labour organizer Ginger Goodwin killed by B.C. police at Cumberland.

August 2, 1918: Metal Trades call general strike over Goodwin shooting.

August 3, 1913: Japanese fisherman strike over cuts in fish prices.

August 7, 1936: Melrose waitresses win wage increase with 7 minute sit down strike at peak time.

August 10, 1983: Solidarity rallies 40,000 at Empire Stadium.

August 24, 1900: Federal act limits work of children under 16 to 66 1/2 hours per week.

September 7, 1907: Asiatic Exclusion League incites race riots in Chinatown, Japantown.

September 9, 1907: Chinese domestic workers and cooks strike following race riots.

September 25, 1945: Boilermaker's Union defends rights of women to work in shipyards after war.

September 26, 1976: Service, Office, Retail Workers Union initiate bankworkers organizing.

September 29, 1926: Provincial Minimum Wage set at \$.40 per hour for men in certain fields.